

Exhibit 3

OFFICER AND KEY EMPLOYEE BIOGRAPHIES

This exhibit contains biographies of several officers and key employees of Applicant's parent company, Everest Broadband Networks, Inc. Applicant will rely on the technical and managerial skills of its parent company's officers and key employees to provide service in Illinois.

JEFFREY A. FELDMAN, Ph. D. –President and Chief Executive Officer

Jeffrey Feldman has been instrumental in driving the formation and operation of Everest Broadband Networks during his tenure at Pequot Capital Management's venture fund. Dr. Feldman joined the Pequot family of funds in 1998 coming from Digital Media Capital, LLC (DMC) where he led investments in Critical Path and Sandpiper Networks. He is active in early-stage investments in the communications sector, specifically those that target ISPs, telecommunications carriers and other broadband service providers. He has been involved in Pequot's private investments in Alidian Networks, Arrowpoint Communications, Elastic Networks, Ennovate Networks, Nxtwave Communications, Service Metrics, Sycamore Networks, and Tellium. Dr. Feldman received his BS and Ph.D. from the University of Connecticut and his MBA from the Yale School of Management.

HERBERT M. HIRSCH – Executive Vice President

Herbert M. Hirsch is one of the co-founders of Everest Broadband Networks. Prior to joining Everest, Mr. Hirsch was the President of International Business Phone and Long Distance Services, Inc., a company he founded in 1976. IBP is a telephone equipment service company and long distance reseller. While at IBP, he also served on the advisory board of Teleco, the largest Toshiba telecommunication OEM in North America. In the early part of his career, Mr. Hirsch was the Director of Operations for VIKOA, Inc., an American Stock Exchange company that pioneered interconnect telecommunications and cable television technologies. Mr. Hirsch received a Bachelor of Science degree from the New York Institute of Technology.

ALAN J. SCRIME – Executive Vice President Network and Communications Services

Alan Scime joins Everest leaving his position as Executive Director – Product Development for Bell Atlantic's Data Solutions Group. His career spans nearly 35 years in the telecommunications industry. Prior to joining BA's Data Solutions Group, Mr. Scime served as Vice President Business Strategy and Development for Bell Atlantic's Global Networks, the subsidiary created to lead BA's entry into the long distance marketplace. During his career, he also held senior positions in Nynex, AT&T, Bell Laboratories, and Bellcore. His responsibilities ranged widely, including such activities as network installation and repair, network planning and

R&D in data communications, and financial management. Actively representing his varied companies externally, Mr. Scime served as Vice Chairman of the Board of Directors, as well as Chairman of the Strategy Forum Steering Committee for the Corporation for Open Systems (COS). COS (an international consortium of major computer vendors, telecommunications companies, and users) was formed in the mid-1980's to accelerate the implementation of open systems technology and better serve the needs of a growing multi-vendor marketplace. Mr. Scime is a graduate of Union College in Schenectady, NY, with a degree in electrical engineering, and holds an MS in Computer Science from Rutgers University and an MBA from Fairleigh Dickinson University. He also served four years as an officer in the U.S. Navy Civil Engineer Corps, largely in overseas assignments. Mr. Scime has published several articles on the future of telecommunications, and authored a chapter on telecommunications technology in the book, *Windows on a New World - The Third Industrial Revolution*, published by Greenwood Press.

RASHMI DOSHI, Ph. D. – Chief Technology Officer

Rashmi Doshi was an Executive Director at Bell Atlantic where he was responsible for leading the development of new architectures to support new and evolving services for high-speed data communications and xDSL networks. He has been involved in the research, design, and development of communications products and systems, including hardware and software components. Dr. Doshi has also been a leader in the development of network architectures for voice, data, and multi-media services. He has managed projects in the areas involving broadband communications technologies such as ATM, Frame Relay, SONET, SS7, and Internet. Dr. Doshi has worked in the telecommunications industry for over 25 years. He has worked for IPC Communications Ltd., Nortel, and British Telecom. In his prior employment, he was involved in the design and development of data switches, PBXs, and central office switching systems. In 1978, Dr. Doshi was a Research Fellow at Imperial College, University of London (England), where he led research work in the area of control architectures for telecommunications systems. Dr. Doshi holds a B.S. degree from University of London and a Ph. D. in Electronics from University of Southampton, England.

JAMES SZELIGA – Vice President Marketing

Prior to joining Everest, Jim Szeliga was responsible for North American Operations for Orckit Communications. He started Orckit's Operations in the United States and was responsible for finding and supporting Orckit's key partner, Fujitsu Network communications. This activity resulted in winning GTE as a major ADSL customer. Through this activity, Orckit has become one of the top three DSL providers in the U.S. market (with Alcatel and Cisco). Prior to Orckit, Mr. Szeliga was Director of Marketing for Advanced Network Access transmission products at General DataComm, Middlebury Connecticut, where he was responsible for a \$100 million access product line, including HDSL, Remote LAN Access, V.34 modems, and access multiplexing products. Mr. Szeliga was President and CEO of Applied Spectrum Technologies (a Minneapolis, Minnesota company) where he pioneered Spread Spectrum products for the local loop. Other positions included General Manager of Local Digital Distribution (LDD) company, a provider of wireless TDMA systems for the local loop.

Mr. Szeliga received his Master of Technology Administration (MTA) from American University, Washington DC (1979).

HAMID MODARRESSI – Vice President Network Operations

Hamid Modarressi's primary responsibility is to build and maintain the network, operations, and systems infrastructures for Everest Broadband Networks. Prior to joining Everest, Mr. Modarressi served as the Vice President and CIO of Bell Atlantic Global Networks, Inc., where he was responsible for implementation of Bell Atlantic's long distance Operations Support Systems and the Data Solutions Group systems infrastructure. Mr. Modarressi served as the Executive Director at NYNEX Science & Technology organization where he was in charge of development of advanced Network Management and Engineering Systems for ATM, Frame Relay and SONET networks. Mr. Modarressi holds a BSEE and an MBA both from Columbia University.

JOSEPH VARELLO – Vice President Corporate Development

Joseph Varello has a wealth of experience in launching new products and services and in forming the strategic alliances necessary for successful business initiatives. After thirteen years of developing and marketing products for NYNEX and Bell Atlantic, Mr. Varello will be responsible for securing successful relationships with vendors and other corporate partners for Everest Broadband Networks. At Bell Atlantic, Mr. Varello was responsible for the development of IP based application services for the Large Business market. These services included IP collaboration, unified messaging, IP fax and email services. Mr. Varello was also responsible for developing and implementing improved processes for Bell Atlantic's product delivery efforts. Mr. Varello's expertise in Internet application development and his talent for facilitating strategic alliances makes him a vital member of the Everest Management Team. Mr. Varello received his B.A. in Communications from Towson University.

JAMES HINES – Vice President Tenant Solutions

With a talented sales team behind him, James Hines, Vice President of Tenant Solutions, looks forward to improving a very successful record of introducing new concepts to new markets. As product director for NYNEX, Mr. Hines led the development of a frame relay product, making NYNEX the first local exchange company in the nation to offer one. Mr. Hines was the founding President of System Integration Group, a provider of network integration services and hardware. Mr. Hines joins Everest from a large Cisco "Gold" systems integrator, where he was Director of Sales. In two years, he helped that company grow from \$8 million to \$28 million in sales. Mr. Hines graduated from Fordham University with a degree in Marketing.